

You & Your Career in Law

What makes us distinctive?

No other firm
is better positioned
than White & Case
to help our clients
achieve their ambitions.

We asked clients around the world this question, and their answers could be grouped consistently around three key themes.

- **Truly Global**
- **Navigating Complexity**
- **Client Commitment**

Taken together then, these three key messages combine to make White & Case a truly distinctive firm in the global market. **But what do they mean for you as a trainee in Hong Kong?**

Truly Global

Being in the Hong Kong office, you will be working at the heart of the growth of Asia and China. From the moment you join, you'll be working with colleagues from offices across the region and around the world on multijurisdictional deals. You will also have a guaranteed overseas seat in London, and nothing beats the experience of having worked abroad.

Navigating Complexity

Because clients are increasingly faced with large, complex transactions requiring an innovative approach and original solutions, this will become normal for you from day one. Our award-winning training is geared to equipping you with the skills and experience to work in this way.

Client Commitment

Client commitment is about becoming a trusted advisor, the first person your client turns to when he or she needs support. Building on our key messages, we have developed a global client-service approach, which provides you with a series of signposts that deliver the very best of the Firm.

A little about us ...

More than **30** years in Asia

We have **37** offices in **26** countries

Founded in New York in **1901**

Equal depth across English and US law capability, and local and dual-qualified lawyers in the majority of our offices spanning Asia, the United States, the United Kingdom, Europe, the Middle East, Latin America and Africa

Advising on virtually every area of law affecting cross-border business

... and back to you

Why choose us?

As one of a small intake of trainees, you'll get genuine responsibility early in your career.

You also get the opportunity to make a name for yourself—you receive individual attention, and you can make choices about the direction of your career.

One of the first decisions you'll have to make when you join us in Hong Kong is what you would like to do during your overseas London seat, which is guaranteed as part of your training contract.

We strongly believe that a global mindset is fundamental to how we work as a firm. We were one of the first international firms, if not the first international firm, to really come to grips with the concept of working globally.

So from day one, you'll work alongside colleagues from around the world and deal with people sitting in many of our 37 offices worldwide. The experience you will gain will be invaluable.

You'll be working on sophisticated cross-border transactions across the emerging markets (there's no better place to learn)—where the rules are still being made. This includes our work in Asia in markets that are dynamic as well as distinct in terms of culture, history and risk profile.

Our solutions to the more challenging problems underpin our reputation in these markets and are admired by industry observers and clients alike.

We'll work with you to manage and plan your career—and once you're qualified, that will continue.

Our Associate Career Framework sets out what we expect from you at each stage of your career, giving you transparency and clarity.



“We provide our people with ongoing opportunities to learn, develop and grow. We ensure that the role our people perform is challenging and rewarding.”

Baldwin Cheng
Graduate Recruitment Partner,
Hong Kong

Your training contract, your career



The focus is on you and the experience needed to enable you to create your own career path.

Your Training Contract will consist of four six-month seats, one of which will be in London.

In each seat, you will be supervised by an experienced associate or partner whose role is to ensure that you are given plenty of opportunities to expand your skills, knowledge and experience.

As a Hong Kong trainee, you will have full access to secretaries, professional support lawyers, library assistance, our research tools and other technical support, just as our lawyers do.

The same people who make the decision to recruit you will remain actively involved in your development during your Training Contract. They will monitor your progress to ensure that your overall experience—the relevance, variety and volume of work as well as training—is valuable and worthwhile.

Your training and development journey goes beyond your Training Contract. Our Associate Career Framework defines excellence at each stage of your career. It provides you with a guide for your career development and helps you know what you need to focus on and when.

We have numerous in-house courses tailored for different levels of staff. We also run specialist seminars on law and client-industry sectors, as well as soft skills training workshops, which you are encouraged to attend.

We are here to ensure that your overall experience is valuable and worthwhile.



Your overseas seat – guaranteed

While some firms struggle with the idea of working globally, it's second nature at White & Case.

Truly global, we have a significant presence across the developed world, while being widely recognised as having a tremendous track record in the fast-growth and emerging markets.

Most of our clients are multinational organisations, so almost everything you'll work on will cover more than one jurisdiction. To help develop a taste for global thinking, we guarantee a six-month London seat for all trainees coming into our Hong Kong office.

Many trainees describe this overseas seat as 'life changing', as they build both valuable professional contacts and friendships that last a lifetime.

Here's what you receive:

- Free accommodation for six months.
- Cost of living adjustment while you are abroad.
- The same level of personal training – including a supervisor to ensure you get the most out of your time overseas.

Working abroad provides an often life-changing experience wherever you go.



Diverse & international

With its roots on Wall Street, White & Case was one of the first major US law firms to transform itself into a truly global law firm.

Shortly after being established in 1901, we opened our first non-US office, in Paris, to service the needs of a major client in Europe. More offices quickly followed.

Today, we have 37 offices across 26 countries, and our clients include an exciting mix of multinationals, financial institutions, governments and state-owned entities.

Reflecting the diversity of what we do, who we do it for and where we do it, our people are a rich mosaic of nationalities and backgrounds. We consider this a vital advantage for our clients and essential to representing their wide and varied global interests.

Equal opportunities for all

Our Equal Opportunity Policy promotes equality at work and ensures no one suffers unlawful discrimination, directly or indirectly, on the grounds of race, colour, religion, sex, nationality, age, marital status, disability or sexual orientation.

We aim to treat all employees fairly and consistently, encouraging good working relationships and high standards of conduct and work performance.

White & Case comprises a rich mosaic of nationalities and backgrounds. This is a source of strength vital to representing our community of global clients.

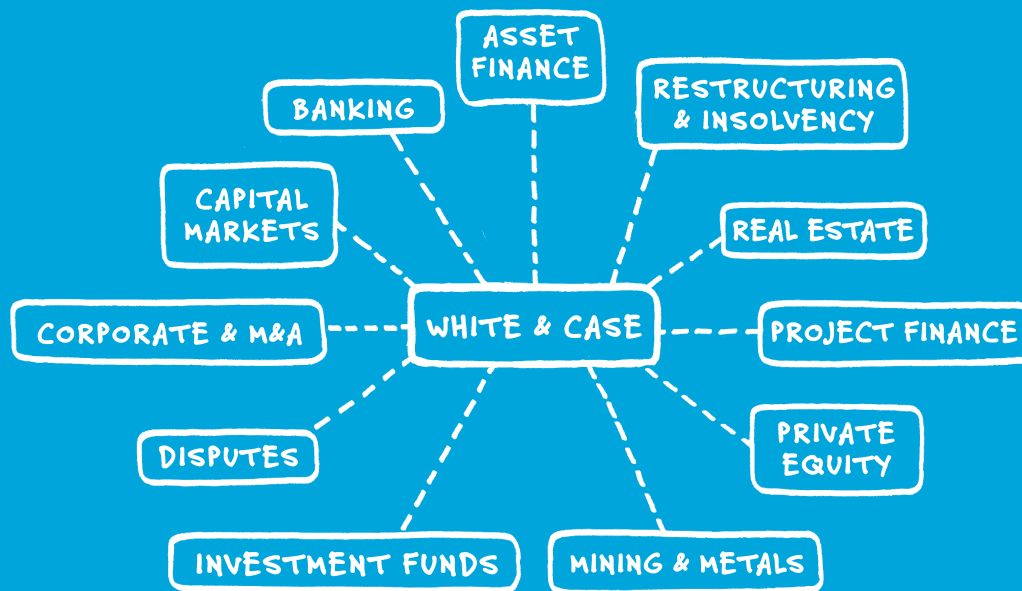
Some of our key clients in Asia:

- Asian Development Bank
- Baring Private Equity Asia
- CHAMP Private Equity
- China Development Bank
- China Minsheng Banking Corporation
- Credit Suisse
- Deutsche Bank

- Greentown China
- Haier
- Hepalink
- ICBC
- International Finance Corporation
- J.P. Morgan
- OCP Asia

- PAG
- Panasonic
- Saudi Aramco
- Standard Chartered Bank
- The Carlyle Group
- The Redwood Group
- UBS

Key areas of work



As the pace of change and client expectations increase in the wake of new technologies, globalization, consolidation and other forces, we are increasingly helping our clients evaluate the risks and rewards of ventures around the globe.

In addition to going beyond geographic borders, our work constantly crosses traditional practice areas.

A glance at the list of our key areas of work in Hong Kong demonstrates the wide range of our skills, but it is how these practices work together that defines our ability to handle complex matters in an effective and efficient way.

In Hong Kong, our key areas of work include:

Banking and Capital Markets

- Banking including leveraged/acquisition finance
- Capital markets (debt and equity)
- Financial restructuring and insolvency

Disputes

- Commercial litigation
- International arbitration
- Regulatory and compliance

Energy, Infrastructure, Project and Asset Finance

- Asset finance
- Oil & gas
- Infrastructure and transport
- Mining & metals
- Telecommunications
- Power

Investment Funds

- Establishment, negotiation and operation of private funds and investment vehicles
- US tax and ERISA counseling
- Investor representations
- Seeding/stake transactions
- House arrangements, carry/performance-sharing arrangements and executive compensation arrangements
- Investor representations
- M&A of asset management companies

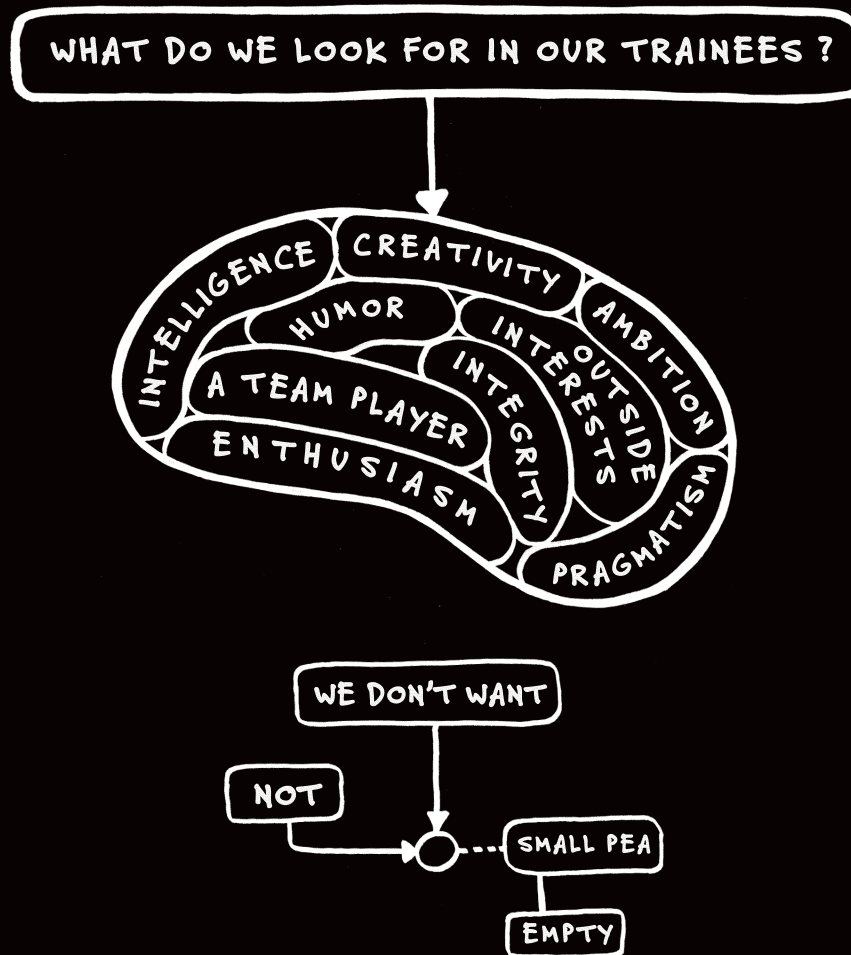
M&A

- Public and private acquisitions
- Equity investments and divestments
- Joint ventures
- Leveraged buyouts
- Negotiated acquisitions
- Private equity funding
- Privatizations
- Proxy contests
- Recapitalizations
- Reverse mergers
- Spin-offs and dispositions
- Tender and exchange offers
- Unsolicited offers

For more in-depth information about our practice areas, visit

www.whitecase.com/law#practices

Looking for your special qualities



There is no such thing as a typical White & Case trainee. We recruit people from all walks of life, from different national and cultural backgrounds, and with widely varying personalities.

It goes without saying that we expect intelligence and academic excellence. Your interest in us already suggests to us that you probably possess the ambition, drive and determination to live with the demands made on a high-flying international lawyer.

Language skills are important. To work with our team in Hong Kong, you need to be fluent in English as well as proficient in Mandarin.

The way you think is also crucial. You need to be able to analyze how the law works and be creative, yet pragmatic, in your interpretation of it. In time your clients will come to depend on your

ability to think laterally when resolving a complex issue or structuring an international transaction on their behalf.

From day one you will need to be a team player, and even as a trainee, your colleagues will depend on you to perform your tasks accurately, efficiently and on time. Integrity is part of the same equation. It is absolutely vital to the well-being of your clients and the reputation of your colleagues and the Firm that your professional standards are beyond question.

Your strength of character is probably evident in the activities that interest you outside the office. You are also going to need a sense of humor!

Our focus on smaller teams in which trainees play a full role, together with our truly open-door policy, means that you will always be part of the bigger picture. Our trainees are encouraged to ask questions and seek feedback at all times. You will never be short of information about the matters you are working on or how you are doing.

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You are also going to need a sense of humor!

There is **no** jelly mould



The social network

Housed across three floors in the heart of Central, the Hong Kong office is conducive to both work and open communication in an atmosphere that is calm, casual and relaxed yet also charged with a sense of achievement.

But it's not all work, and the social side of the Hong Kong office is there to be enjoyed.

There are various staff and client events to enjoy such as Annual Chinese New Year Reception, cooking class, art jamming and end-of-year celebrations.

On the sporting side, each year one of our global offices hosts the White & Case World Cup,

where both football and volleyball teams from offices around the world gather to compete.

Community work

White & Case has an enviable reputation globally for its commitment to pro bono work—in fact, we are the only law firm to have designated pro bono work as a global practice.

Corporate social responsibility is also important to us in Hong Kong, and we have a program designed to engage as many people as possible across numerous initiatives.

To show our commitment to caring for our community, we sponsor Hagar International, a non-profit organization that assists women and children who suffered from human rights abuses. We also support HandsOn Hong Kong by joining their Eat for Good programme which supports employment opportunities for people with intellectual disabilities and the underprivileged elderly in Hong Kong.



Community service at The Hong Kong Society for Rehabilitation.

There's plenty of fun to be had and experiences to enjoy and share with your colleagues.

Coastal Cleanup



Christmas Party



Run For Red





What our trainees have to say

“There is no hierarchy in the Firm, and the people are, despite their heavy workload, very helpful and approachable.”

“I joined White & Case as a trainee in August 2010, having spent time with the Firm on a vacation placement in 2008. My four six-month seats were spent in our Banking, Capital Markets & Restructuring group, Investment Funds group, Dispute Resolution group (London) and Corporate/M&A group.

I am now qualified as a solicitor and have chosen to join our Banking, Capital Markets & Restructuring group as an associate.

The past two years have been a truly rewarding time for me in all respects.”

In terms of professional development, I was involved in various cutting-edge cross-border and multijurisdictional transactions, some of which were even first in the market, which has enabled me to gain invaluable exposure to the dynamics of the business world.

I am always given the chance to work on a great variety of tasks and learn from many talented partners and associates, not only from our Hong Kong office but also from our Beijing, Shanghai, Singapore and London offices. Some work can be very challenging, but with the abundant support and guidance offered by my colleagues, it becomes a fulfilling process, which fosters my growth.

My secondment to the London office was definitely another highlight in my training contract, and this provides me with further opportunities to cooperate with people from diverse backgrounds and cultures, and this, in turn, has made me become more adaptable and flexible. After qualification I spent six months in

our Banking, Capital Markets & Restructuring group in the Beijing office. Now, I am on another three-year secondment to the Beijing office. These overseas secondments reinforce how seamlessly the offices work together as part of an integrated and truly international Firm. This is core to the Firm's business and beneficial for my career development.

Apart from having opportunities to expand my skills, knowledge and experience from on-the-job-training, I also benefit extensively from our regularly run in-house training seminars, which cover not only legal skills training but also different aspects of soft skills. While most of the training sessions are provided by our associates and our professional development personnel, and sometimes they are run by external experts, they all have something in common—they are all well-tailored to suit our needs and are extremely useful.

Outside my work commitments, I have had some remarkable moments—immersing myself in laughter during after-work drinks (thanks to the humor of my colleagues), participating in pro bono projects to help those in need, raising money for charity at a bowling night, creating a “masterpiece” in the “art-jamming” session, acquiring wine knowledge during a

wine appreciation class, organizing Saturday training in the lead-up to the Hong Kong dragon boat competition, and rowing hard and putting in an impressive performance on the day of the competition!

Most importantly, I think what distinguishes White & Case from the other international law firms is the friendly and supportive environment that our Hong Kong office offers. There is no hierarchy in the Firm, and the doors of the associates and partners are always open whenever I have questions. We are strongly bonded as a team, and I know everyone in the Firm—we are not only colleagues but also friends, and I enjoy both working and having fun with them. I look forward to having more unforgettable moments here.

June Chun **Associate**

Summer Intern 2008
Trainee Solicitor 2010
BBA (Law), LLB and PCLL,
University of Hong Kong



From associate to partner

“White & Case offers excellent opportunities for a young lawyer to experience different cultures and working practices through the type of work we do, as well as through secondments and relocations.”

I joined the Bank Finance group of White & Case in London in 2002 as a two-year English-qualified associate. I was quite excited about working for such a global firm and making the most of White & Case’s international presence.

Back then, the London Bank Finance group was a growing practice in a relatively small office. I got hands-on experience in many interesting transactions ranging from billion-dollar finance deals for international banks based in London to smaller deals in developing countries like Kazakhstan and Russia.

In 2004, an opportunity arose to spend one year in the Miami office of White & Case working on a major Chapter 11 restructuring. This allowed me to work on a completely different type of transaction and familiarize myself with the US legal system.

I made the decision following Miami to remain in the United States and moved to the Bank Finance group of our New York office. I passed the New York bar in 2006. New York is similar to London in that it is where many of the “high-end,” high-value deals originate. The work was certainly tough but at the same time very rewarding.

Having spent three years in New York, the Firm asked me to relocate to Hong Kong, which is where I was brought up and consider home. I was made a partner around the same time.

The Hong Kong office is a rapidly growing office, and the Firm is dedicating a lot of resources to the region. It is an exciting time to be in Asia.

I have travelled to and worked with our other offices around the region, including Beijing, Hong Kong, Seoul, Shanghai and our office association with Wicara Cakra Advocates in Jakarta. Both in my work and Firm development activities, I have been able to draw upon my experience on three continents as well as my Hong Kong, US and UK-qualification status.

I believe White & Case offers excellent opportunities for a young lawyer to experience different cultures and working practices through the type of work we do, as well as through secondments and relocations. As many of our clients are international players in an increasingly global business world, it is becoming increasingly important for lawyers to gain this international exposure.

John Shum
Partner

Admissions

Hong Kong, New York and
England & Wales

Education

LPC, College of Law,
London LLB,
University College London

Your path from application to training contract

Vacation Schemes	September	October	November	December	January	February	March	April	May	June	July	August
Penultimate Year Law	Summer Scheme Application Open Evening					Application Review Interviews Offers					Summer Vacation Scheme	
All Finalists and Graduates												
Training Contracts	September	October	November	December	January	February	March	April	May	June	July	August
Penultimate Year Students	Training Contract Application Open Evening					Application Review Interviews					Training Contract Offers	
Finalists and Graduates												

Spend time with us

Your vacation placement

A great way to obtain firsthand experience of what life is like as a trainee at White & Case is through our vacation placements. There are approximately six places available in our Hong Kong office for placements of three weeks during July of each year.

Vacation placements provide an opportunity to play an active part in the life and work of our Hong Kong office. During the program, you will work within a practice group alongside an associate and assist them with their work. Informal talks with partners and associates will enable you to gain some insight into White & Case and the structure of the Training Contract. In addition, there are a number of formal training sessions and workshops. You will receive continued support and feedback throughout your placement.

In addition, we don't forget the importance of a social life! There will be ample opportunities for you to network at a range of social events planned during your vacation placement.

Open evening

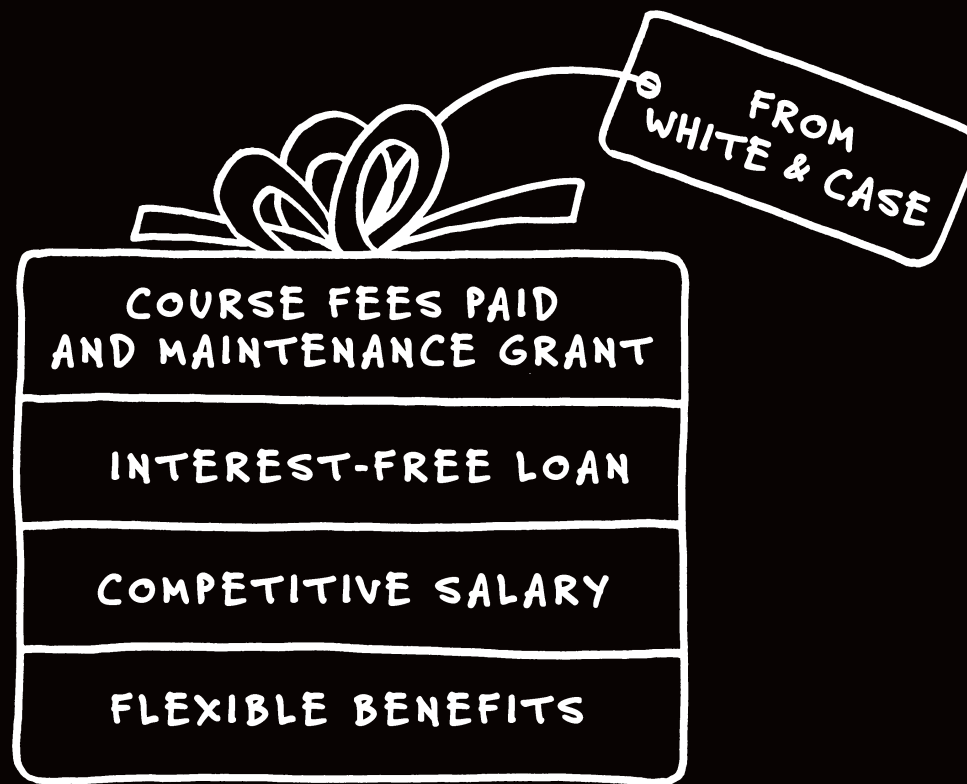
Evening receptions with drinks are held for law students between November and January. These are designed to provide you with an opportunity to hear details from Baldwin Cheng, our Graduate Recruitment Partner, a representative from our Human Resources department and our trainee solicitors. The date and time of these receptions will be posted on **hkgrad.whitecase.com** toward the end of October.

Following the presentation, you will have the opportunity to chat with some of our lawyers over drinks.

Making an application

Further details are available on our website at **hkgrad.whitecase.com**.

Opportunities not to be missed



White & Case represents a tempting proposition for starting and then developing a career at the top end of the legal profession.

The training is comprehensive and tailored, with your London seat guaranteed. The work is cutting-edge, and the rewards are excellent.

So how can you find out more or make an application in full?

To make an application

The application for a vacation placement or a training contract begins with you visiting our website at hkgrad.whitecase.com.

The deadline for your application for a vacation placement and training contract is **12 February** in the penultimate year of your legal studies. The placement takes place during July of that year, and then the Training Contract would normally begin two years later.

Details of our open evening are posted on this site toward the end of October.

Given the small number of places, we encourage you to apply in advance of the deadline for early consideration of your application.

A generous package

Our first-class remuneration package adds even more to the attractions of joining White & Case.

Course fees and maintenance grant

To support your PCLL studies, we will pay for your course fees and provide you with a maintenance grant.

Salary and bonus

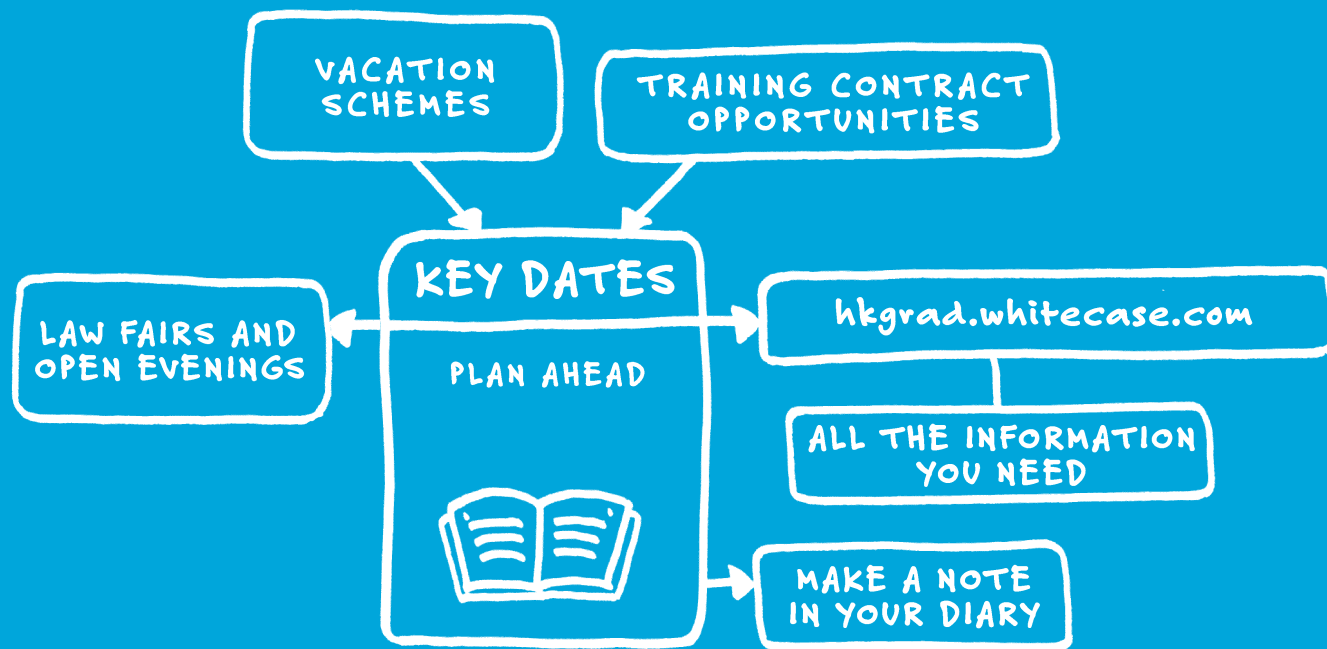
We offer a competitive salary. You will also be eligible to participate in our discretionary bonus scheme based on a review of your performance and in accordance with applicable policies of the Firm.

Benefits

You will have the option to participate in the Firm's local medical scheme or in our International Health & Insurance Program.

The work is cutting-edge, the career prospects are unlimited and the rewards are excellent.

It's your future



We're here to help you make the most of it

At White & Case, we've invested a great deal of time and effort into creating a training contract that will equip you with the skills, experience and support you need to kick-start and then develop your career in law.

You'll find your training with us is comprehensive and tailored and, with a guaranteed overseas seat, distinctly international. But that's not all. Join us and you'll be working for a leading global law firm that offers cutting-edge work, unlimited career prospects and excellent rewards.

The application process for vacation scheme and training contract opens on 12 September 2016.

The closing date for vacation scheme and training contract applications is 12 February 2017.

To apply for a vacation scheme or training contract, just complete the online application form at hkgrad.whitecase.com

You'll find your training with us is comprehensive and tailored and, with a guaranteed overseas seat, distinctly international.

Truly global

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